

# JAN

Job Accommodation Network

Practical Solutions • Workplace Success

## Accommodation and Compliance Series

# Accommodation and Compliance Series: Employees with Raynaud's Disease

Job Accommodation Network  
PO Box 6080  
Morgantown, WV 26506-6080  
(800)526-7234 (V)  
(877)781-9403 (TTY)  
[jan@askjan.org](mailto:jan@askjan.org)  
[AskJAN.org](http://AskJAN.org)



Funded by a contract with the Office of Disability  
Employment Policy, U.S. Department of Labor

## Preface

The Job Accommodation Network (JAN) is funded by a contract with the Office of Disability Employment Policy, U.S. Department of Labor. JAN makes documents available with the understanding that the information be used solely for educational purposes. The information is not intended to be legal or medical advice. If legal or medical advice is needed, appropriate legal or medical services should be contacted.

JAN does not endorse or recommend any products or services mentioned in this publication. Although every effort is made to update resources, JAN encourages contacting product manufacturers/vendors and service providers directly to ensure that they meet the intended purposes. This guarantees that the most up-to-date information is obtained.

The following document is not copyrighted and reproduction is encouraged. Section 105 of the Copyright Law provides that no copyright protection is available for works created by the U.S. Government. Therefore, all works created by JAN fall under this provision. While individuals may use such work with impunity, individuals may not claim copyright in the original government work, only in the original material added. Individuals may access the full text of the law from the U.S. Copyright Office <http://www.loc.gov/copyright>. Please note that specific information cited by JAN may be copyrighted from other sources. Citing secondary sources from a JAN publication may violate another organization's or individual's copyright. Permission must be obtained from these sources on a case-by-case basis. When using JAN materials, JAN asks that the materials not be reproduced for profit, that the tone and substance of the information are not altered, and that proper credit is given to JAN as the source of the information. For further information regarding this or any other document provided by JAN, please contact JAN.

Updated 11/29/2018.

## **JAN'S Accommodation and Compliance Series**

### **Introduction**

JAN's Accommodation and Compliance Series is designed to help employers determine effective accommodations and comply with Title I of the Americans with Disabilities Act (ADA). Each publication in the series addresses a specific medical condition and provides information about the condition, ADA information, accommodation ideas, and resources for additional information.

The Accommodation and Compliance Series is a starting point in the accommodation process and may not address every situation. Accommodations should be made on a case by case basis, considering each employee's individual limitations and accommodation needs. Employers are encouraged to contact JAN to discuss specific situations in more detail.

For information on assistive technology and other accommodation ideas, visit JAN's Searchable Online Accommodation Resource (SOAR) at <http://askjan.org/soar>.

### **Information about Raynaud's Disease**

Raynaud's phenomenon is a rare condition that when exposed to cold temperatures or emotional stress, it causes the blood vessels to narrow resulting in numbness, tingling, and/or burning in one's extremities. Most often it will affect a person's fingers and toes, but can also affect the nose, ears, and lips. Minor fluctuations in temperature can cause people to have flare-ups.

There are two main types of Raynaud's, primary being a standalone disease and the cause is unknown. Secondary is known as Raynaud's phenomenon and/or syndrome often stemming from a known primary disease, often lupus or rheumatoid arthritis.

### **Raynaud's Disease and the Americans with Disabilities Act**

The ADA does not contain a list of medical conditions that constitute disabilities. Instead, the ADA has a general definition of disability that each person must meet. A person has a disability if he/she has a physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or is regarded as having an impairment. For more information about how to determine whether a person has a disability under the ADA, see [How to Determine Whether a Person Has a Disability under the Americans with Disabilities Act Amendments Act \(ADAAA\)](#).

## **Accommodating Employees with Raynaud's Disease**

People with limitations from Raynaud's phenomenon may develop some of the limitations discussed below, but seldom develop all of them. Also, the degree of limitation will vary among individuals. Be aware that not all people who are aging will need accommodations to perform their jobs and many others may only need a few accommodations. The following is only a sample of the possibilities available. Numerous other accommodation solutions may exist.

### **Questions to Consider:**

1. What limitations is the employee experiencing?
2. How do these limitations affect the employee and the employee's job performance?
3. What specific job tasks are problematic as a result of these limitations?
4. What accommodations are available to reduce or eliminate these problems? Are all possible resources being used to determine possible accommodations?
5. Has the employee been consulted regarding possible accommodations?
6. Once accommodations are in place, would it be useful to meet with the employee to evaluate the effectiveness of the accommodations and to determine whether additional accommodations are needed?
7. Do supervisory personnel and employees need training?

### **Accommodation Ideas:**

#### **Limitations**

##### Attentiveness/Concentration

- Applications (apps)
- Behavior Modification Techniques
- Cubicle Doors, Shields, and Shades
- Electronic Organizers
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Flexible Schedule
- Job Coaches
- Modified Break Schedule

- Noise Canceling Headsets
- Sound Absorption and Sound Proof Panels
- Telework, Work from Home, Working Remotely
- Timers and Watches
- Worksite Redesign / Modified Workspace
- Written Instructions

#### Decreased Stamina/Fatigue

- Aide/Assistant/Attendant
- Anti-fatigue Matting
- Elevating Wheelchairs
- Ergonomic Assessments
- Ergonomic Equipment
- Job Restructuring
- Periodic Rest Breaks
- Scooters
- Stand-lean Stools
- Telework, Work from Home, Working Remotely
- Walkers
- Wearable Anti-fatigue Matting
- Wheelchairs
- Worksite Redesign / Modified Workspace

#### Feeling/Sensing

- Aide/Assistant/Attendant
- Alternative Input Devices
- Alternative Keyboards
- Alternative Mice
- Anti-vibration Gloves
- Anti-vibration Tool Wraps
- Articulating Keyboard Trays
- Book Holders

- Ergonomic and Pneumatic Tools
- Expanded Keyboards
- Forearm Supports
- Grip Aids
- Keyguards
- Miniature Keyboards
- On-Screen Keyboards
- One-Handed Keyboard Software
- One-Handed Keyboards
- Page Turners
- Periodic Rest Breaks
- Scribe/Notetaker
- Speech Recognition Software
- Tool Balancers
- Writing Aids

#### Grasping

- Aide/Assistant/Attendant
- Anti-vibration Gloves
- Anti-vibration Tool Wraps
- Auto-dialers
- Automated Filing Systems
- Book Holders
- Compact Material Handling
- Dental and Surgical Instruments
- Door Knob Grips and Handles
- Electric Scissors
- Ergonomic and Pneumatic Tools
- Ergonomic Knives
- Ergonomic Scissors
- File Carousels
- Filing Trays

- Grip Aids
- Hands-free Telephones
- Headsets
- Left Hand-Dominant Keyboards
- Money Handling Products
- Mop Buckets
- Mops and Mop Handles
- Motorized Carts
- Multi-Purpose Carts
- One-Handed Keyboards
- Page Turners
- Reachers
- Scribe/Notetaker
- Shoulder Rests for Telephone Handsets
- Steering Grips
- Tool Balancers
- Writing Aids

#### Handling/Fingering

- Aide/Assistant/Attendant
- Alternative Input Devices
- Alternative Keyboards
- Alternative Mice
- Anti-vibration Gloves
- Anti-vibration Tool Wraps
- Articulating Keyboard Trays
- Book Holders
- Compact Material Handling
- Ergonomic and Pneumatic Tools
- Ergonomic Equipment
- Expanded Keyboards
- Extra Grip Gloves

- Forearm Supports
- Grip Aids
- Keyguards
- Miniature Keyboards
- Money Handling Products
- On-Screen Keyboards
- One-Handed Keyboards
- Page Turners
- Periodic Rest Breaks
- Scribe/Notetaker
- Speech Recognition Software
- Typing / Keyboarding Aids
- Vacuum Pickup Tools
- Writing Aids

#### Stress Intolerance

- Apps for Anxiety and Stress
- Behavior Modification Techniques
- Counseling/Therapy
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Flexible Schedule
- Job Restructuring
- Marginal Functions
- Modified Break Schedule
- Supervisory Methods
- Support Animal
- Support Person

#### Temperature Sensitivity

- Air Deflectors
- Cold Resistant Gloves
- Cooling Clothing



- Fans
- Flexible Schedule
- Heated Clothing
- Heated Ergonomic and Computer Products
- Heated Gloves
- Portable Air Conditioners
- Telework, Work from Home, Working Remotely
- Vent Covers
- Workstation Space Heaters

### **Work-Related Functions**

#### Stress

- Apps for Anxiety and Stress
- Behavior Modification Techniques
- Counseling/Therapy
- Flexible Schedule
- Job Restructuring
- Marginal Functions
- Modified Break Schedule
- Monitor Mirrors
- On-site Mentoring
- Service Animal
- Simulated Skylights and Windows
- Supervisory Methods
- Support Animal
- Support Person
- Telework, Work from Home, Working Remotely
- Uninterrupted Work Time

#### Temperature

- Air Deflectors
- Cold Resistant Gloves

- Cooling Clothing
- Fans
- Flexible Schedule
- Foot Warmers
- Heat Resistant Gloves
- Heated Clothing
- Heated Ergonomic and Computer Products
- Heated Gloves
- Modified Break Schedule
- Personal Visors
- Telework, Work from Home, Working Remotely
- Vent Covers
- Workstation Space Heaters

## Situations and Solutions:

### **A park ranger developed Raynaud's disease, making it hard to work in extreme temperatures.**

After trying various temperature controlled clothing with no success, the employee asked for a transfer to another job. During an interactive process meeting, the employer and employee found a vacancy that permitted the employee to remain indoors. The employer retained a valuable employee.

### **A teacher with Raynaud's syndrome had difficulty getting to work on time during the winter months.**

She asked for a modified schedule as a reasonable accommodation to permit her to arrive later, when the temperatures were warmer. The employer agreed and moved her planning period to the first part of her schedule to minimize work disruptions.

### **A public health registered nurse had trouble with circulation and headaches, which stemmed from Raynaud's disease.**

He requested the ability to use a private office where he could run a space heater without affecting his coworkers, which would minimize headaches and improve circulation.

### **An editor with Raynaud's syndrome experienced flare ups when their shared workspace was too cold.**

This made it hard to concentrate on the task at hand. The employer and employee agreed that telework would be the best accommodation as it would permit the employee to continue working while controlling the temperature.

### **A loan officer with Raynaud's disease had difficulty typing when the office fell below a certain temperature.**

The employer provided the employee with heated computer products which enabled her to continue typing and accomplishing work goals.

## Products

There are numerous products that can be used to accommodate people with limitations. JAN's Searchable Online Accommodation Resource at <http://askjan.org/soar> is designed to let users explore various accommodation options. Many product vendor lists are accessible through this system; however, JAN provides these lists and many more that are not available on the Web site upon request. Contact JAN directly if you have specific accommodation situations, are looking for products, need vendor information, or are seeking a referral.

## Resources

### **Job Accommodation Network**

West Virginia University  
PO Box 6080  
Morgantown, WV 26506-6080  
Toll Free: (800) 526-7234  
TTY: (304) 293-7186  
Fax: (304) 293-5407  
jan@askjan.org  
<http://AskJAN.org>

The Job Accommodation Network (JAN) is a free consulting service that provides information about job accommodations, the Americans with Disabilities Act (ADA), and the employability of people with disabilities.

### **Office of Disability Employment Policy**

200 Constitution Avenue,  
NW, Room S-1303  
Washington, DC 20210  
Toll Free: (866) 633-7365  
odep@dol.gov  
<http://dol.gov/odep>

The Office of Disability Employment Policy (ODEP) is an agency within the U.S. Department of Labor. ODEP provides national leadership to increase employment opportunities for adults and youth with disabilities while striving to eliminate barriers to employment.

### **American Chronic Pain Association**

P.O. Box 850  
Rocklin, CA 95677-0850  
Toll Free: (800) 533-3231  
Fax: (916) 632-3208  
ACPA@theacpa.org  
<http://www.theacpa.org>

The purpose of the American Chronic Pain Association is to facilitate peer support and education for individuals with chronic pain and their families so that these individuals may live more fully in spite of their pain.

**Arthritis Foundation**

1330 W. Peachtree Street  
Suite 100  
Atlanta, GA 30309  
Direct: (404) 872-7100  
<http://www.arthritis.org>

The Arthritis Foundation is committed to raising awareness and reducing the unacceptable impact of arthritis, a disease which must be taken as seriously as other chronic diseases because of its devastating consequences. The Arthritis Foundation is leading the way to conquer the nation's leading cause of disability through increased education, outreach, research, advocacy and other vital programs and services.

**Genetic and Rare Diseases Information Center (GARD)**

P.O. Box 8126  
Gaithersburg, MD 20898-8126  
Toll Free: (888) 205-2311  
Fax: (301) 251-4911  
<https://rarediseases.info.nih.gov/>

The Genetic and Rare Diseases (GARD) Information Center is a program of the National Center for Advancing Translational Sciences (NCATS) and funded by two parts of the National Institutes of Health (NIH): NCATS and the National Human Genome Research Institute (NHGRI). GARD provides the public with access to current, reliable, and easy to understand information about rare or genetic diseases in English or Spanish.

**Mayo Clinic**

13400 E. Shea Blvd.  
Scottsdale, AZ 85259  
Direct: (480) 301-8000  
<http://www.mayoclinic.org/>

The Mayo Clinic's mission to inspire hope and contribute to health and well-being by providing the best care to every patient through integrated clinical practice, education and research.

**MedlinePlus**

8600 Rockville Pike  
Bethesda, MD 20894  
[custserv@nlm.nih.gov](mailto:custserv@nlm.nih.gov)  
<https://www.nlm.nih.gov/medlineplus/>

MedlinePlus is the National Institutes of Health's Web site for patients and their families and friends. Produced by the National Library of Medicine, the world's largest medical library, it brings you information about diseases, conditions, and wellness issues in language you can understand. MedlinePlus offers reliable, up-to-date health information, anytime, anywhere, for free.

Created by the U.S. National Library of Medicine

**National Center for Biotechnology Information**

8600 Rockville Pike  
Bethesda, MD 20894  
[pubmedcentral@ncbi.nlm.nih.gov](mailto:pubmedcentral@ncbi.nlm.nih.gov)  
<http://www.ncbi.nlm.nih.gov/>

MISSION: IMS brings together an international community of health care professionals, researchers, educators, and others to improve care and transform delivery of treatment to those suffering from soft tissue pain through the promotion and exchange of globally recognized research, education, and innovation in patient care.

**National Fibromyalgia & Chronic Pain Association**

31 Federal Avenue  
Logan, UT 84321  
Toll Free: (801) 200-3627  
info@fmcpcaware.org  
<http://www.fmcpcaware.org/>

The National Fibromyalgia & Chronic Pain Association (NFMCPA) is a 501(c)3 not for profit organization. We support people with chronic pain illnesses and their families and friends by contributing to caring, professional, and community relationships. Through continuing education, networking with support groups and advocates, and affiliation with professional organizations, the members of the NFMCPA have a place to be informed, get involved, and recognize achievements.

**National Heart, Lung, and Blood Institute**

P.O. Box 30105  
Attention: Website  
Bethesda, MD 20824-0105  
Direct: (301) 592-8573  
Fax: (240) 629-3246  
nhlbiinfo@nhlbi.nih.gov  
<http://www.nhlbi.nih.gov/>

The National Heart, Lung, and Blood Institute (NHLBI) provides leadership for a national program in diseases of the heart, blood vessels, lung, and blood.

**National Institute of Arthritis and Musculoskeletal and Skin Diseases**

1 AMS Circle  
Bethesda, MD 20892-3675  
Toll Free: (877) 226-4267  
Direct: (301) 495-4484  
Fax: (301) 718-6366  
NIAMSinfo@mail.nih.gov  
<http://www.niams.nih.gov>

The mission of the National Institute of Arthritis and Musculoskeletal and Skin Diseases is to support research into the causes, treatment, and prevention of arthritis and musculoskeletal and skin diseases, the training of basic and clinical scientists to carry out this research, and the dissemination of information on research progress in these diseases.

**Raynaud's Association**

11 Topstone Road  
Redding, CT 06896  
Toll Free: (800) 280-8055  
info@raynauds.org  
<http://www.raynauds.org/>

The Raynaud's Association is a national non-profit (501c3) organization whose mission is to provide support and education to the millions of sufferers of Raynaud's Phenomenon, an exaggerated sensitivity to cold temperatures.

**Remedy's Health Communities**

<http://www.healthcommunities.com>

Remedy Health Media is America's fastest growing health information and technology company. We are a leading provider of clinical resources and wellness tools that help millions of patients and caregivers live healthier, more fulfilled lives.

Our mission is to empower patients and caregivers with the information and applications needed to efficiently navigate the healthcare landscape and as a result, to permit better health outcomes through use of our products and services.



**Vascular Cures**

555 Price Avenue

Suite 180

Redwood City, CA 94063

Direct: (650) 368-6022

[info@vascularcures.org](mailto:info@vascularcures.org)

<http://vascularcures.org>

Vascular Cures is the only 501(c)3 nonprofit organization representing the millions of patients with Vascular Disease in the U.S. We focus on creating long-term, shared resources to accelerate development of new treatments and improve patient health.

This document was developed by the Job Accommodation Network, funded by a contract from the U.S. Department of Labor, Office of Disability Employment Policy (#1605DC-17-C-0038). The opinions expressed herein do not necessarily reflect the position or policy of the U.S. Department of Labor. Nor does mention of tradenames, commercial products, or organizations imply endorsement by the U.S. Department of Labor.